



DIVERSITY@WORK

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A PROGRAM OFFICE WITHIN VA'S OFFICE OF HUMAN RESOURCES & ADMINISTRATION

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<<http://www.va.gov/dmeeo/ca/daw.htm>>

NOVEMBER/DECEMBER 2006

TALENT MANAGEMENT AND HR TRANSFORMATION

New Initiative Will Help VA's HR Professionals to Harness and Retain Talent

Talent management can be defined as the implementation of integrated strategies (or systems) to increase workplace productivity by improving processes for attracting, developing, retaining and utilizing people with the required skills and aptitude to meet current and future business needs.

In the role of business partner, human resources (HR) leaders work closely with senior management to attract, hire, develop, and retain talent. Yet a skills shortage presents challenges. In view of workforce trends such as shifting demographics and the aging workforce, forward-looking organizations must rethink their approach to talent management to best harness talent.

In March 2006, VA's Office of Human Resources Management and Labor Relations prepared a concept paper for the future of HR service delivery in VA. The new HR strategy consists of e-Gov initiatives and a new HR line of business approach to HR

functions and delivery in the Federal sector.

VA is adapting and effecting the transformation of its HR specialists from transactional specialists to consulting professionals who are increasingly able to add value to the business of helping veterans. As HR management consultants, these individuals will work with managers to design effective organizations, provide support and manage succession and workforce planning efforts, and actively engage in staff acquisition and retention efforts. The future HR professional will be a strategic partner with the manager and have influence on the organization's talent management.

For more information on the HR Transformation initiative, visit <<http://vaww1.va.gov/ohrm/HRTTransitions/Index.htm>>.■

CELEBRATE!

National American Indian Heritage Month

VA proudly joins the Nation in observing National American Indian Heritage Month during November and Veterans Day on November 11.

According to the U.S. Census Bureau, there are an estimated 4.5 million American Indians and Alaska Natives. Of these, 170,000 are veterans of the U.S. armed forces.

At VA, it is especially important to honor those American Indians and Alaska Natives who have defended our Nation's freedom through their service in the U.S. armed forces. Overall in fiscal year (FY) 2006, Native Americans made up 0.96 percent of VA's workforce and 0.55 percent of VA's leadership pipeline (GS 13-15). Among

Native American employees at VA, approximately 30 percent are veterans. For information on VA's Native American Program, contact Brenda Martin, EEO Specialist, at Brenda.Martin@va.gov.

And Veterans Day

VA also joins the Nation in saluting those who have served our Nation this Veterans Day on November 11. According to the U.S. Census Bureau, there are 24.5 million military veterans in the United States. In FY 2006, 30 percent of VA employees were veterans, and nearly 8 percent of VA employees were disabled veterans. For more information on VA's National Veterans Employment Program, visit www.va.gov/nvep.■

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BOOKMARKS

- **Diversity Best Practices**
www.diversitybestpractices.com
- **Sloan Work and Family Research Network**
<http://wfnetwork.bc.edu>
- **Work Options**
www.workoptions.com
- **Human Rights Campaign**
www.hrc.org
- **60 Plus Association**
www.60plus.org
- **Catalyst**
www.catalyst.org
- **Center for American Women and Politics**
www.cawp.rutgers.edu
- **American Indian Disability Technical Assistance Center**
<http://aidtac.ruralinstitute.umd.edu>
- **Native American Business Alliance**
www.native-american-bus.org

Contact information for other diversity-related organizations can be found on the DM&EEO Web site at: www.va.gov/dmeeo/org

FIELD NOTES

News You Can Use

Training on How to Write an EEO Report

The training video, *How to Write an EEO Report*, is posted on the VA Knowledge Network at <http://vaww.vakncdn.lrn.va.gov/Default.asp> under Content Libraries, HR and Staff Development. Section 5 has been updated to cover the new VHA Support Service Center reports and Section 8 has been added to cover data cubes and estimating diversity change over time in the leadership pipeline. For more information, contact Mike Dole, Director, Workforce Analysis and Evaluation, by telephone at (202) 501-1970 or by e-mail at Michael.Dole@va.gov.

HACU NIP Spring 2007 Session

The Hispanic Association of Colleges and Universities (HACU) National Internship Program (NIP) recruits college students for paid summer- and semester-long internships and cooperative internships at Federal agencies and private corporations throughout the country. The spring 2007 session selection process has begun and will run through November 3. The selection deadline is November 17. The spring session will run from January 11 to April 28 and the cost for each intern is \$12,400.

Each liaison will need to complete and submit the HACU NIP intern request form online at www.hnip.net/agency. HACU staff will review the request and electronically provide a minimum of three applications to the supervisor for each request submitted. To select an intern, the

supervisor will review the applications and select the student online. HACU staff then offer the internship assignment to the selected student. These applicants may be under consideration by other supervisors, so early selection is encouraged. If you wish to review additional applications, please contact the HACU staff at (202) 467-0893. For more information about VA's nontraditional student internship programs, contact Brenda Martin, VA's national internship program coordinator, by telephone at (202) 501-1970 or by e-mail at Brenda.Martin@va.gov.

CPP Summit

The Community Prosperity Partnership (CPP) is a mutually supportive coalition to promote collaborative efforts to address the needs of the Nation's Hispanic veterans and their dependents. The CPP goal is to develop initiatives to increase Federal employment and educational and veterans' business enterprise opportunities for Hispanics, Hispanic veterans, and youth and young adults in their communities.

The League of United Latin American Citizens (LULAC), in concert with VA and the American GI Forum, will host the First Hispanic American Veterans Summit, "Honoring Hispanic Veterans," in San Juan, Puerto Rico, from October 31 to November 2, 2006. For more information about the summit, visit www.lulac.org/events/cpp.html. For more information about the CPP initiative, visit www.va.gov/cpp.

WEB SITE SPOTLIGHT

VA's HR Transformation Web Site

<http://vaww1.va.gov/ohrm/HRTransitions>

Content: VA is entering a new era in the strategic management of its employees. In alignment with the President's Management Agenda and VA's Strategic Plan, VA is adapting and effecting the transformation of its human resources (HR) specialists from transactional specialists to consulting professionals who are increasingly able to add value to the business of helping veterans. To accomplish this task, VA must transform its HR system to incorporate flexibility, speed, and automation.

The HR Transformation Web site introduces the initiatives that will help to positively impact the Department's continuing efforts to deliver world-class service to our Nation's veterans. Over the next few months, this Web site will be undergoing



constant updates and renovations. Eventually, the site will not only include updates on the HR Transformation initiative, but will also focus on resources for HR professionals. Check back often for these new and exciting changes!

Must-See Features: The link to "Pyramid" depicts the phases of the various projects that are being implemented under this initiative.

Contact Info: VA's Office of Human Resources Management and Labor Relations, <http://vaww1.va.gov/ohrm/ohrmContacts.htm>.

Accessibility: This Web site is Section 508 compliant.■

Show Me the Map: Increasing Diversity Awareness

What does a map have to do with diversity in VA? A great deal!

Thanks in part to the leadership of Joy Hunter and Linda Watson (co-chairs of the Under Secretary for Health Diversity Advisory Board), the Veterans Health Administration (VHA), the National Cemetery Administration (NCA), the Veterans Benefits Administration (VBA), and the Office of Diversity Management and Equal Employment Opportunity have teamed up with the VA Learning University and Root Learning, Inc., to create a Diversity Learning Map.

To support the VA goal to be an employer of choice and provide veterans with high quality services, it is critical that all employees have a common understanding of the role of diversity in the workplace and its impact on our bottom line in caring for veterans and their families. The VA Diversity Learning Map is a visual, fun, and thought-provoking tool that:

- ▶ Explores the business case for diversity.
- ▶ Discusses the key facts and trends that tell the diversity story within VA.
- ▶ Explores VA initiatives and activities that will help get us to our future state.
- ▶ Discusses how we can utilize diversity to overcome the diverse challenges that we face.
- ▶ Examines situations and scenarios that bring diversity to life.
- ▶ Identifies the role that each individual in the organization plays in making the most of our differences.

Using learning maps to make employees more aware of what is important to VA is not new. Root Learning, Inc., has designed several learning maps for VA in the past (e.g., Becoming One VA, Benefits, Changing Healthcare Environment, Compliance, Baldrige, Economics of Providing Care, Quality).

In July, at the Baltimore VAMC and the Minneapolis VAMC, focus groups were set up to experience the Diversity Learning Map and to provide recommendations and suggestions to improve the design. Representatives from NCA and VBA were also part of the focus groups to ensure that the Learning Map captured the importance of diversity across the VA administrations. The final version of the Diversity Learning Map was unveiled at the VHA Senior Management Conference in Las Vegas at the end of August and will be rolled out to the field shortly.

The Diversity Learning Map supports VA's strategic goal of promoting diversity excellence and satisfaction in the workforce and fostering a culture which encourages innovation.

This article first appeared in the Fall 2006 issue of VALuing Diversity, the quarterly newsletter of the Under Secretary for Health Diversity Advisory Board.■



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Visit our **Web site**,
[<www.va.gov/dmeeo>](http://www.va.gov/dmeeo),
for additional staff
e-mail addresses.

OTHER USEFUL LINKS

Under Secretary For Health Diversity Advisory Board

[<www.va.gov/diversity>](http://www.va.gov/diversity)

VA's Office of Human Resources & Administration

[<www.va.gov/ofcadmin/portal>](http://www.va.gov/ofcadmin/portal)

VA's Office of Resolution Management

[<www.va.gov/orm>](http://www.va.gov/orm)

VA's Office of Human Resources Management and Labor Relations

[<www.va.gov/ohrm>](http://www.va.gov/ohrm)

GOT NEWS?

We want to hear from you!
If you'd like to share your
story ideas, comments, or
suggestions,
please e-mail us at
[<dmeeo@va.gov>](mailto:dmeeo@va.gov)
with the words
DIVERSITY@WORK in the
subject line.

DM&EEO ON THE INTERNET [<www.va.gov/dmeeo>](http://www.va.gov/dmeeo)



The DM&EEO mission is to increase awareness and promote acceptance of diversity and inclusion throughout the Department of Veterans Affairs. Our vision is of a work environment that fosters respect, fairness, and opportunity for all employees. Here's a sampling of online tools available that can help leverage diversity and build inclusion:

- ▶ National American Indian Heritage Month, Veterans Day, and other special observance resources.
- ▶ Events, conferences, conventions, and programs.
- ▶ Links to professional and community organizations.

DM&EEO IN YOUR E-MAIL INBOX

Once a week, DM&EEO sends out *NewsLink*, an e-mail message with annotated links to current news items and other information related to leveraging diversity and building inclusion. For a FREE subscription to this weekly electronic news service, e-mail us at [<dmeeo@va.gov>](mailto:dmeeo@va.gov) with the words SUBSCRIBE NEWS in the subject line. You can find a current copy of *NewsLink* on the DM&EEO Web site at this address: [<www.va.gov/dmeeo/ca/newslink.htm>](http://www.va.gov/dmeeo/ca/newslink.htm).

DM&EEO ON YOUR TV SCREEN (OR PC MONITOR)

Diversity News is a monthly video program produced by the VACO Broadcasting Center for DM&EEO. The November 2006 edition of Diversity News, which focuses on the reasons diversity initiatives fail, begins airing on Thursday, November 2. The December 2006 edition of Diversity News, which focuses on the Office of Resolution Management's strategic plan, begins airing on Tuesday, December 5. Each program runs for a month, immediately following VA News on Tuesdays, Thursdays, and Saturdays. A copy of each program will be placed on the DM&EEO Web site (when the files become available) at this address: [<www.va.gov/dmeeo/ca/diversitynews.htm>](http://www.va.gov/dmeeo/ca/diversitynews.htm).

FROM THE 2006 DIVERSITY CALENDAR

[<www.va.gov/dmeeo/calendar>](http://www.va.gov/dmeeo/calendar)

NOVEMBER

National American Indian Heritage Month

TASH Conference

November 8–11; Baltimore, MD
www.tash.org

Veterans Day

November 11

Increasing the Success of Employees with Mental Health Disabilities in the Workplace

November 17; Columbus, OH
www.ntac.hawaii.edu

DECEMBER

Universal Human Rights Month

International Day of Disabled Persons

December 3

National Conference on Disability Inclusion and National Service

December 8–10; Alexandria, VA
www.serviceandinclusion.org

Human Rights Week

December 10–16

